

## Belfast City Council – LGBT+ Action Plan 2021-2024 – Year 3 - 23/24

## Appendix 2

Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
Deliver LGBT+ awareness raising training including on Bi and Trans identities in the annual corporate training schedule, and make available to all staff	Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	✓ ✓ ✓	Corp HR	£1500
Deliver LGBT+ awareness training to the following target groups: <ul style="list-style-type: none"> <li>senior leadership</li> <li>procurement team</li> <li>customer hub</li> <li>Births , Deaths ,Marriages</li> </ul>	Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	✓	Corp HR	£1000
Review corporate induction to include: explicit statements from SMT in the importance of LGBT+ inclusion including the referencing of Pride etc, action plan etc allocate short slot to network chairs (rotate)	Demonstrate explicit commitment to LGBT+ inclusion	<i>Training and Development</i>	✓	Corp HR	Staff Resource
Develop peer mentoring and reverse mentoring with senior	Increased awareness of LGBT+ issues	<i>Training and Development</i>	✓		Staff Resource

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
champion, Kate Bentley and other members of CMT	Including bias and its impact on staff and service delivery			Senior Champion/Corp HR	
Review Senior Management appraisal process to recognise Diversity and Inclusion leadership activity	Increased awareness of LGBT+ issues including bias and its impact on staff and service delivery	<i>Training and Development</i>	✓	Corp HR	Staff Resource
Allocate 5 places each year on Mental Health First Aider course to Proud members.  Participate in Mental Health Awareness Week and LGBT+ Awareness Weeks each year (cross sectional with other Diversity Networks)	Better mental health awareness	<i>Training and Development</i>  <i>Health and Wellbeing</i>	✓	Corp HR  Corp HR	Corporate Training Programme  Staff resources
Source and offer unconscious bias training to relevant staff e.g. HR chairs/recruiters/Customer Hub	Reducing any perceived/realised bias experienced by LGBT+ individuals	<i>Training and Development</i>	✓	Corp HR	Corporate Training Programme
Review any relevant existing policies in terms of language, terminology and gender neutrality and inclusion including an effective consultation mechanism for all staff	Inclusive policies with appropriate language	<i>Promoting positive attitudes and behaviours</i>	✓	Corp HR	Staff resource

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
Produce FAQ document to supplement Gender Identity Guidance	Guidance for employees and managers around Trans issues and identities. Increased awareness and understanding of issues affecting Trans individuals and service users. Better service delivery	<i>Promoting positive attitudes and behaviours</i>	✓	Corp HR	Staff Resource
Continue to use online, Intranet, and all promotional aids (posters, pop up stands etc) as channels to promote Proud activities and membership and in particular the importance of allyship  Provide promotional materials e.g. pens, lanyards and reusable water bottles for example	Increase Proud Membership  Improve awareness and accessibility to Network	<i>Visibility and Network Growth</i>	✓  ✓	Network Chair  Network	Staff Resource  £400
Joint event (online or physical) addressing a cross-sectional issue or event e.g. Disability/Race	Collaborate with other Diversity Networks in BCC to promote the wider Diversity and Inclusion message	<i>Visibility and inclusive growth of all Networks</i>	✓	Network Chairs	£300
Participate in Belfast Pride including BCC vehicles and staff as part of the official parade. Use opportunity to communicate other important messages around sustainability / looking after our city etc. Flying of LGBT+ flag on City Hall	Fully participate in Belfast Pride demonstrating BCC as an inclusive service provider and employer in the community  Visible and practical support for local LGBT+	<i>Community engagement and visibility</i>	✓	ALL	£3500

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
<p>Promote early to build participation with Network members and wider workforce to increase ally and senior management support</p> <p>Neighbourhood Service Team to participate in Pride Village</p> <p>Hold annual Pride Walk at Connswater Community Greenway in collaboration with other staff networks</p>	<p>charity/organisation. Communication of positive impacts</p>	<p><i>Community engagement and visibility</i></p>	<p>✓</p>	<p>Neighbourhood Services Team</p>	
<p>Hold a fundraiser internally to support LGBT+ organisations bake sale or sponsored event and feedback from charitable cause on how the fundraising is used to improve LGBT+ lives</p>	<p>Visible and practical support for local LGBT+ charity/organisation. Communication of positive impacts</p>	<p><i>Community engagement and visibility</i></p>	<p>✓</p>	<p>Network</p>	<p>Staff resources</p>
<p>Host the annual Transgender Day of Remembrance event in November each year. Use of City Hall for the event. Flying Trans flag to demonstrate support</p>	<p>Increased awareness of issues specifically affecting Transgender community</p> <p>Celebration of LGBT+ contributions</p>	<p><i>Community engagement and visibility</i></p>	<p>✓</p>	<p>Corp HR/Network</p>	<p>£1000</p>

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
Develop an annual LGBT+ calendar plan to include: TDOR TDOV LGBT Awareness week Bi Visibility Lesbian visibility etc	Increased awareness of issues specifically affecting all LGBT+ stands	<i>Community engagement and visibility</i>	✓	Network/Corp HR	Staff Resource
Hold an annual engagement event with the sector	Increased knowledge of sector needs, increased knowledge of potential opportunities for sector	<i>Community engagement and visibility</i>		CNS P&E Staff network	£1000
Determine if feasible to expand existing Gender Neutral facilities provision in BCC workplaces	Explore option for expansion of gender neutral facilities in BCC buildings	<i>Visible inclusivity in the workplace and as a service provider.</i>	✓	Corp HR/Facilities/F&R /WM	Existing PMU/WM budgets
Promote/communicate city centre APCs as gender neutral and designed for users with disabilities	Improved access to services	<i>Visible inclusivity in the city</i>		Waste Management Unit CNS	Staff resource Signage cost ?
Contribute to and host events facilitated by local LGBT+ service providers and other Networks across NI	Improved visibility, networking and learning	<i>Social Networking and community engagement.</i>	✓	Network Chair	£600
Carry out a voluntary monitoring exercise for all staff when feasible	Improved knowledge of workforce mobility and demographics	<i>Monitoring/Organisational analysis</i>	✓	Corp HR	Staff Resource/ Comms

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
Include non binary option in BCC application forms and monitoring forms	Attracting talent and improved diversity	<i>Diversity and Inclusion</i>	✓	Corp HR	Employee Resourcing
Communicate results of most recent staff survey	Staff aware of impact of inclusion activity on LGBT+ staff	<i>Organisational Analysis / continuous improvement</i>	✓	Corp HR and Marcomms	Staff resource
Develop an exit interview process	Mapping employee life cycles including LGBT+	<i>Monitoring/Organisational Analysis</i>	✓	Corp HR	Staff Resource
Explore feasibility of a Proud Instagram page to share relevant info/events/messages	Understanding needs of LGBT+ community and service users	<i>Community engagement/Communications</i>	✓	Corp Comms/Network Chair	Staff Resource
Explore opportunities for collaboration with suppliers on Employability and Diversity issues i.e. Matrix, Bryson, OH/EC	Understanding needs of LGBT+ community and service users	<i>Clients, customers and service provision.</i>	✓	Corp HR	Staff Resource

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



Actions	Expected Outcomes	Themes	2023/24	Activity Lead	Indicative cost 2023/24
Explore options to improve monitoring of service users	Understanding needs of LGBT+ community and service users	<i>Clients, customers and service provision</i>	✓	EDU Depts Customer Hub	Staff resource
Use BCC social media more to promote BCC as an inclusive service provider. E.g. Pride/TDOR/TDOV/LGBT+ History month (profile local LGBT+ Champion)	Understanding needs of LGBT+ community and service users	<i>Clients, customers and service Provision, visibility</i>	✓	Corp Comms	Staff Resource

Total - £9300

Prepared	May 2023
Date passed by Proud Network	
Date passed by EDN	
Date passed by CMT	
Date passed by Committee	



**Belfast**  
City Council